

A F S C M E

American Federation of State, County and Municipal Employees, AFL-CIO

LOCAL 3299

Main Office

2201 Broadway Avenue
Suite 315
Oakland, CA 94612
Ph: 510.844.1160
Fax: 510.844.1170

UC Berkeley

2519 Telegraph
Ste. B
Berkeley, CA 94704
Ph: 510.486.0100
Fax: 510.486.0111

UC Davis Office

2400 O Street
Sacramento, CA 95816
Ph: 916.491.1426
Fax: 916.443.1747

UC Irvine Office

1740 West Katella Ave.
Suite I
Orange, CA 92867
Ph: 714.634.1449
Fax: 714.634.0705

UC Los Angeles Office

5839 Green Valley Circle
Suite 203
Culver City, CA 90230
Ph: 310.338.1299
Fax: 310.338.1574

UC Riverside Office

1280 Palmlyrita Ave
Suite F
Riverside, CA 92507
Ph: 951.781.0679
Fax: 951.781.7034

UC San Diego Office

2828 Camino Del Rio N.
Suite 104
San Diego, CA 92108
Ph: 619.296.0342
Fax: 619.702.8311

**UC San Francisco Office/
UC Hastings**

College of the Law Office
1360 9th Avenue
Suite 240
San Francisco, CA 94122
Ph: 415.566.6477
Fax: 415.566.6846

UC Santa Barbara Office

900 Embarcadero Del Mar
Suite E
Goleta, CA 93117
Ph: 805.685.3760
Fax: 805.685.3270

UC Santa Cruz Office

501 Mission St #4
Santa Cruz, CA 95060
Ph: 831.425.4822
Fax: 831.316.0049

November 5, 2019

RE: University of California Campus and Medical Center Speakers Boycott

Dear Senator Sanders:

We are writing to notify you of an ongoing boycott and labor dispute between the University of California and AFSCME Local 3299. On behalf of 26,000 service and patient care workers across the UC system, I ask for your support.

AFSCME Local 3299 has called for the speakers boycott because of the University of California's continued role in contributing to economic and racial inequalities at the UC and across the State of California. AFSCME members are amongst the lowest-paid and the most diverse workforce at the University of California—91 percent are women or people of color.

After two and a half years of protracted struggle, UC still refuses to negotiate a fair contract that allows us to support our families and work with dignity. Meanwhile, UC continues to undermine our wages, benefits and job security by outsourcing our jobs to private companies that pay less. In fact, since 2016, UC has increased its spending on these low-wage vendors by 52 percent. Today, it is estimated that UC outsources 10,000 jobs to poverty-wage contractors. A public institution that receives almost \$4 billion from California taxpayers should not be allowed to outsource jobs that have historically been a pathway into the middle class for disadvantaged communities.

Privatization efforts at the UC not only hurt UC workers but erode standards across the state. As the state's third largest employer, the UC can and must do better for us and our families. Instead, as detailed in six new Unfair Labor Practice charges filed with the State, UC's relentless drive to contract out work has demonstrated that it is unwilling to abide by state law, negotiated agreements or even its own internal policies. In fact, the Public Employees Relations Board just issued a Complaint against UC for violating state law by outsourcing our members' work without providing notice or bargaining first.

Despite UC's illegal practices to scare AFSCME members and weaken us—including allowing violence against members and union staff at picket lines and campaigning to get members to quit the union—we are resilient and continue to stand strong. We have gone on strike five times in the past two years over UC's unfair labor practices and contract demands, and we are ready to do whatever it takes to hold UC accountable to the law and to secure a better future for ourselves and our families.

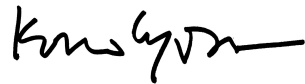
We agree with the statement you made last spring when you joined our picket line and said, "The University of California is one of the great university systems in the world, but it is not good enough to be a great university. The University of California...must be

an employer that respects its workers. It must be an employer that treats its workers with dignity and it must sit down with its union and negotiate in good faith.”¹

Until that day comes, we need your support. Please join Kamala Harris, Julian Castro, Stacy Abrams, Jennifer Siebel Newsom and the many other leaders who have stood in solidarity with us throughout this struggle—by refusing to attend or speak at any UC events until the University addresses these issues and settles a fair contract with the workers who make it run.

Please join us and endorse this boycott until the University of California commits to addressing our priorities and bargains in good faith with AFSCME 3299. If you have any questions, contact Julie Waters at (510) 409-9921 or at jwaters@afscme3299.org.

Sincerely,

A handwritten signature in black ink, appearing to read 'Kathryn Lybarger', with a stylized, flowing script.

Kathryn Lybarger
President, AFSCME 3299
President, California Federation of Labor, AFL-CIO

¹ <https://www.commondreams.org/news/2019/03/21/decrying-war-being-waged-against-working-people-sanders-joins-striking-union-members>

AFSCME Local 3299 Members' Contract Issues Fact Sheet

Racial & Economic Equality

A recent study of UC's own employment and wage data revealed growing income inequality, persistent patterns of racial and gender hierarchy, and steep declines in African American employment within the UC career workforce.²

While the ratio between average salaries for UC's top 1% of wage earners and all other employees grew from 7:1 to 9:1, the average starting pay for women and people of color in AFSCME-represented titles are as much as 21 percent less than whites and men. Additionally, the share of African Americans employed directly by UC as service and patient care workers dropped by 37 percent between 1996 and 2015.³

The University has refused to consider AFSCME's proposals for ban the box, local hire, and fair chance employment language that would begin to reverse the trend in declining black workers at the UC by protecting public sector jobs that have historically served as a pathway into the middle class for disadvantaged communities.

Moreover, the UC wants to continue to outsource more of the career public service jobs performed by our members to private contractors that pay as much as 53% less, while demanding that AFSCME members accept a wage and benefits package that would mean a net cut in take-home pay every year. Imposing such a devastating cut on AFSCME 3299 members would not only push us further into poverty but also exacerbate the growing racialized economic disparity at the UC.

Eroding Workers' Rights

A recent state audit of UC's contracting processes showed that the UC is using contractors to avoid directly employing UC service workers.⁴ In the past several years, these contracted-out UC workers across the state have come forward to expose rampant labor abuses among staffing agencies hired by the UC. These workers are overwhelmingly people of color and immigrants. They are uninsured, underpaid and endure wage theft, abuse, and unsafe working conditions. AFSCME 3299 is demanding an end to outsourcing. As a public institution that receives almost \$4 billion in taxpayer dollars, UC needs to be held directly accountable to the people who work for the University's benefit. UC has refused.

Immigrant Rights

Immigrant communities are under attack across the U.S. While California lawmakers have stepped up to affirm California values by passing important sanctuary protections, the UC has refused the Union's request that the University affirm these protections through contractual language.

Fighting Sexual Harassment

A 2015 study by UC Berkeley's own Investigative Reporting Program⁵ revealed how common sexual assault is among workers in the job categories that AFSCME 3299 represents. We are calling on UC to ensure safer work environments through more robust grievance procedures for sexual harassment. UC has refused to respond to these demands.

² "Pioneering Inequality: Race, Gender and Income Disparities at the University of California," AFSCME Local 3299, April 2018.

³ Ibid

⁴ <https://www.auditor.ca.gov/pdfs/reports/2016-125.1.pdf>

⁵ <https://www.pbs.org/wgbh/frontline/film/rape-on-the-night-shift>